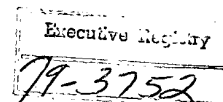


OTR 79-3705
 20 March 1979



MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA: Deputy Director for Administration

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FROM:
 Chairman, Language Development Committee

SUBJECT: Report of the Language Development Committee
 for Fiscal Year 1978



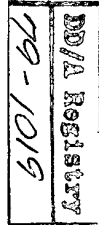
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1. Action Requested: None. This memorandum transmits the Annual Report for the Language Development Committee (LDC) for FY 1978.

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2. Background: In 1966 the DCI was concerned with the loss of language skills and established the Language Development Committee with a Chairman from the Office of Training and representatives from each Directorate. The Committee was tasked to monitor and report on language capabilities and needs and to initiate a system of incentives which became the Language Proficiency Cash Awards Program.

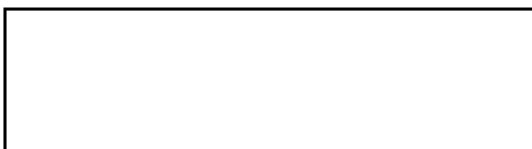


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The Committee has reported annually and there is attached hereto the report for FY 1978. It contains an analysis of the Agency's foreign language skills inventory, examines staffing in terms of requirements, reports on the foreign language skills of new employees, language training during the period, and the Language Proficiency Cash Awards Program.

Notwithstanding the work of the LDC, the Agency has witnessed a relatively slow, but steady, decline in the number of personnel who can read or speak foreign languages at the professional levels,* particularly individuals with

 *Levels 3 through 5--Minimum Professional Proficiency (S-3 and R-3), Full Professional Proficiency (S-4 and R-4), and Native or Bilingual Proficiency (S-5 and R-5). Definitions of proficiency levels are contained in the Report.



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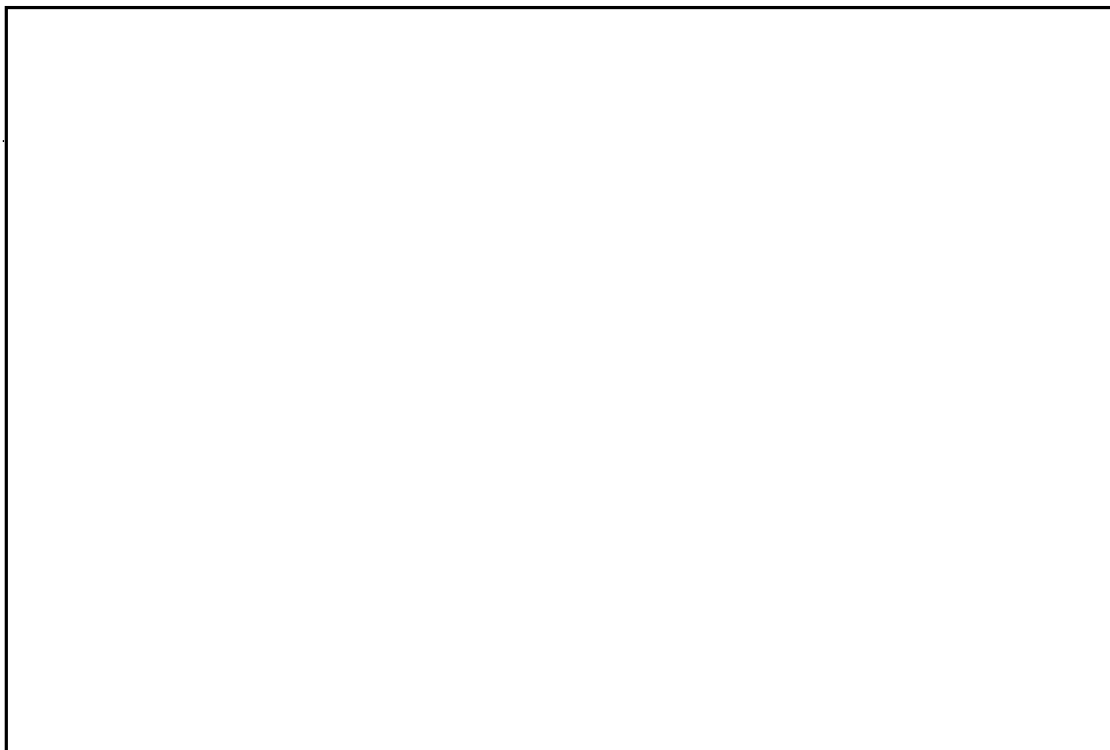
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SUBJECT: Report of the Language Development Committee
for Fiscal Year 1978 ☐

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native or bilingual language skills. The following table, which addressed speaking skills only, provides a quick sketch of this trend.

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It is obvious that the leaching out of CIA's language capabilities is an adverse trend, but its impact on Agency operations is not an assessment which the LDC can make. From 1966 to date, the period covered by the above table, the number of tested foreign language skills at the professional levels decreased by 23%, but the total strength of the Agency fell from a high ☐ today--a decrease of 23.8%. ☐

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Another factor is that a considerable body of
language skills also exists among the ☐

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☐
available for testing and are not included in the CIA lan-
guage data base. Finally, the utilization or non-utilization
of personnel who have skills in a particular language in
positions requiring skill in that language and the replace-
ment of losses through recruitment of new personnel or
training are important ingredients. ☐

In sum, the loss of staff personnel with professional
language skills, particularly at the Native level, should be
evaluated in light of a number of factors, not just a drop
in numbers. Only the management of each Directorate is in a
position to assess the actual, in contrast to the apparent,
seriousness of its foreign language situation. ☐

During the past year the Directorate of Operations
and the National Foreign Assessment Center have each ad-
dressed the language problem in their respective areas and
have initiated measures to counter the decline in language
capabilities. ☐

3. Recommendation: As recommendations for the
expansion of options for retaining or replacing language
skills in CIA will be (or have been) forwarded to you by the
Deputy Director for Administration, it is recommended that
you note the Language Development Committee Report for
FY 1978. ☐

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Attachment

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SUBJECT: Report of the Language Development Committee
for Fiscal Year 1978

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The FY 1978 LDC Report is noted:

Deputy Director of Central Intelligence

Date

Distribution:

- Orig - Return to C/LDC
- 1 - DDCI, w/o att
- 1 - ER, w/o att
- 1 - DDA, w/o att

~~SECRET~~